

# **Recruitment and Retention of Teachers in Missouri Public Schools**

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**A Report to the Missouri General Assembly**

**December 2010**

- *Teacher Workforce Demographics*
- *Teacher Workforce Dynamics*
- *Recruitment and Retention Strategies*

**Prepared by**



# RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS A REPORT TO THE MISSOURI GENERAL ASSEMBLY

## *Teacher Workforce Demographics*

The statements below are an addition to the 2003-2009 Updates and the December 2001 report *Recruitment and Retention of Teachers in Missouri Public Schools*.

Several key areas that continue to be monitored are:

- increasing the percent of teachers that are minority;
- reviewing the age and experience of teachers for continued professional development and mentoring needs; and
- retaining teachers for a longer period of time

### **Teacher Workforce Demographics**

#### **Gender & Race, Ethnicity**

- The total number of classroom teachers decreased by 0.59% from 2009 to 2010.
- From 2009 to 2010 the total number of black teachers decreased to 5.7 % of the total teaching workforce.

#### **Age & Experience**

- 50.9% of our teachers have 10 years or less experience.
- This percentage is down 1.2% from 2009.

#### **Teacher Workforce Dynamics**

- District hiring rate decreased to 10.3 %, down 2.7 % from 2009.
- The percentage of district new hires that were first year teachers increased by 8.4%.
- District new hires from out of state decreased by 0.5%.
- District new hires from other districts decreased by 7.9%.
- Teachers leaving the classroom after only one to three years increased by 1.5%.
- Teachers leaving the classroom after only one to five years increased by 5.5%.

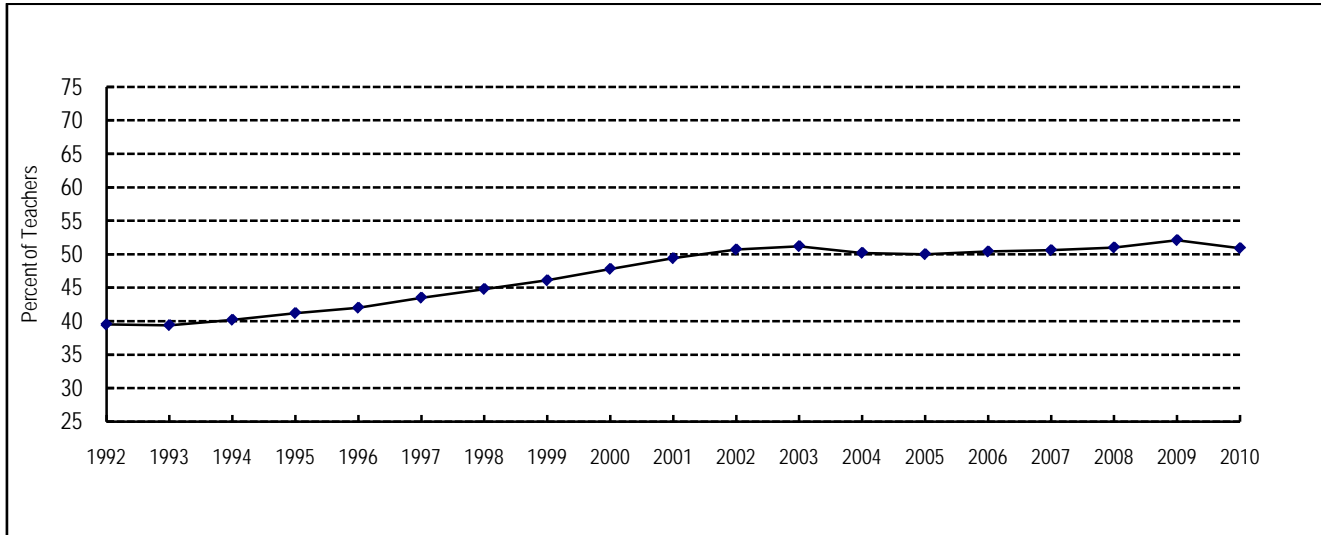
## **Gender and Race/Ethnicity Trends, 1998-2010**

|                                   | 1998   | 1999   | 2000   | 2001   | 2002   | 2003   | 2004   | 2005   | 2006   | 2007   | 2008   | 2009   | 2010   |
|-----------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>Total Teachers<sup>3</sup></b> | 61,728 | 63,092 | 64,791 | 65,429 | 66,705 | 67,826 | 66,646 | 66,476 | 68,120 | 69,110 | 69,840 | 70,624 | 70,205 |
| <b>GENDER</b>                     |        |        |        |        |        |        |        |        |        |        |        |        |        |
| <b>Female</b>                     | 77.9%  | 78.1%  | 78.2%  | 78.3%  | 78.4%  | 78.3%  | 78.5%  | 78.6%  | 78.7%  | 78.8%  | 78.8%  | 78.9%  | 78.9%  |
| <b>Male</b>                       | 22.1%  | 21.9%  | 21.8%  | 21.7%  | 21.6%  | 21.7%  | 21.5%  | 21.4%  | 21.3%  | 21.2%  | 21.2%  | 21.1%  | 21.1%  |
| <b>RACE/ETHNICITY</b>             |        |        |        |        |        |        |        |        |        |        |        |        |        |
| <b>WHITE</b>                      | 92.1%  | 92.1%  | 91.9%  | 92.3%  | 92.2%  | 92.0%  | 92.1%  | 92.4%  | 92.5%  | 92.7%  | 92.9%  | 93.0%  | 93.3%  |
| <b>Female</b>                     | 71.6%  | 71.9%  | 71.8%  | 72.3%  | 72.3%  | 72.1%  | 72.3%  | 72.6%  | 71.0%  | 73.1%  | 73.3%  | 73.4%  | 73.7%  |
| <b>Male</b>                       | 20.5%  | 20.3%  | 20.1%  | 20.0%  | 19.9%  | 19.9%  | 19.8%  | 19.8%  | 19.6%  | 19.6%  | 19.6%  | 19.6%  | 19.6%  |
| <b>BLACK</b>                      | 7.2%   | 7.2%   | 7.4%   | 7.0%   | 7.0%   | 7.2%   | 7.0 %  | 6.7%   | 6.6%   | 6.3%   | 6.1%   | 6.1%   | 5.7%   |
| <b>Female</b>                     | 5.8%   | 5.7%   | 5.8%   | 5.5%   | 5.5%   | 5.6%   | 5.5%   | 5.3%   | 5.2%   | 4.9%   | 4.8%   | 4.8%   | 4.5%   |
| <b>Male</b>                       | 1.4%   | 1.4%   | 1.6%   | 1.5%   | 1.5%   | 1.6%   | 1.5%   | 1.5%   | 1.4%   | 1.4%   | 1.3%   | 1.3%   | 1.2%   |
| <b>OTHER<sup>4</sup></b>          | 0.7%   | 0.7%   | 0.7%   | 0.7%   | 0.7%   | 0.8%   | 0.9%   | 0.8%   | 0.9%   | 1.0%   | 1.0%   | 0.9%   | 1.0%   |

## **Age Trends, 1998-2010**

| AGE GROUP <sup>5</sup> | 1998  | 1999  | 2000  | 2001  | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010  |
|------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| <b>20-29</b>           | 15.9% | 16.4% | 16.7% | 16.6% | 17.2% | 17.0% | 16.8% | 16.8% | 20.0% | 23.2% | 26.3% | 29.0% | 30.3% |
| <b>30-39</b>           | 23.1% | 23.4% | 23.9% | 24.6% | 25.2% | 24.5% | 26.0% | 26.4% | 26.1% | 26.1% | 25.8% | 26.4% | 26.9% |
| <b>40-49</b>           | 34.3% | 32.3% | 30.7% | 29.3% | 27.8% | 27.9% | 26.0% | 25.4% | 24.6% | 25.1% | 24.2% | 24.6% | 24.6% |
| <b>50-59</b>           | 23.3% | 24.4% | 25.1% | 25.8% | 26.0% | 25.5% | 26.8% | 26.5% | 24.9% | 22.3% | 20.9% | 18.0% | 16.6% |
| <b>60+</b>             | 3.4%  | 3.5%  | 3.6%  | 3.6%  | 3.8%  | 4.0%  | 4.4%  | 4.9%  | 4.5%  | 3.2%  | 2.9%  | 2.0%  | 1.6%  |

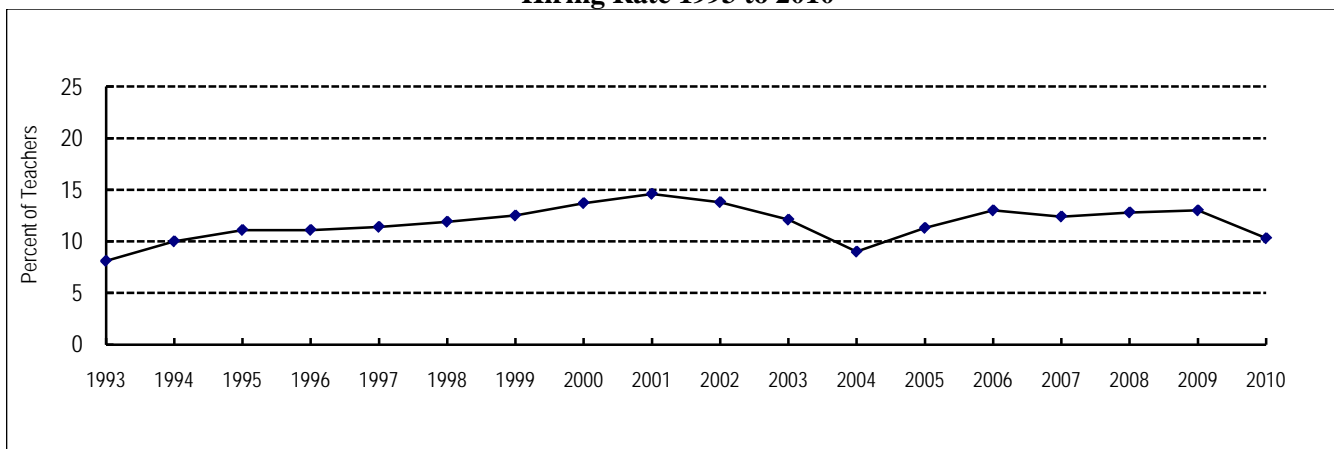
**Percent of Teachers with 0-10 Years of Experience  
1992 to 2010**



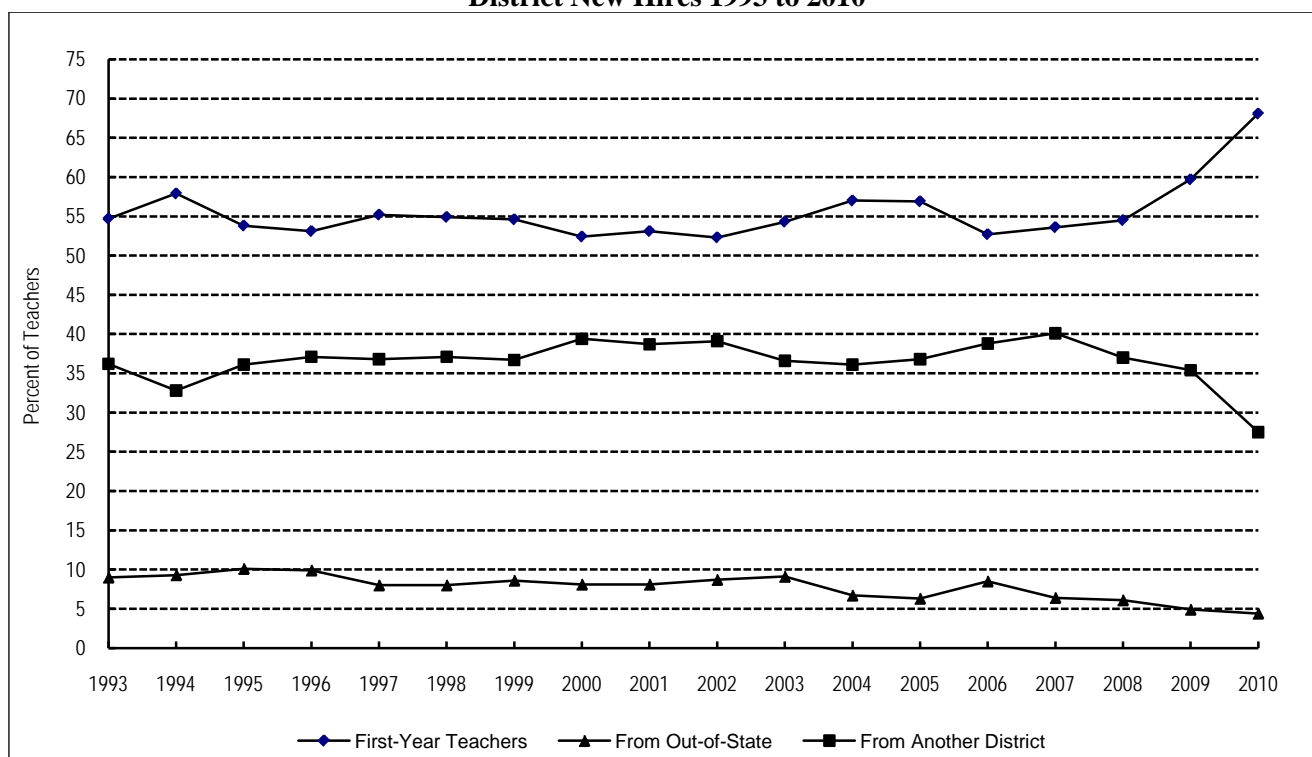
**Experience Trends, 1998-2010**

| YEARS OF EXPERIENCE <sup>6</sup> | 1998  | 1999  | 2000  | 2001  | 2002  | 2003  | 2004  | 2005  | 2006  | 2007  | 2008  | 2009  | 2010  |
|----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| <b>0-10</b>                      | 44.8% | 46.1% | 47.8% | 49.4% | 50.7% | 51.2% | 50.2% | 50.0% | 50.4% | 50.6% | 51.0% | 52.1% | 50.9% |
| 0-5                              | 27.6% | 28.5% | 29.7% | 30.6% | 31.2% | 30.8% | 28.8% | 28.2% | 27.9% | 27.8% | 28.5% | 30.5% | 29.3% |
| 6-10                             | 17.2% | 17.6% | 18.1% | 18.8% | 19.5% | 20.4% | 21.4% | 21.8% | 22.6% | 22.8% | 22.5% | 21.5% | 21.6% |
| <b>11-20</b>                     | 27.9% | 27.1% | 26.0% | 25.5% | 25.0% | 24.9% | 25.9% | 26.6% | 26.9% | 27.2% | 27.7% | 28.5% | 28.4% |
| <b>21-30</b>                     | 23.6% | 22.9% | 22.0% | 21.2% | 20.0% | 19.2% | 19.1% | 18.5% | 17.7% | 17.1% | 16.3% | 15.9% | 15.8% |
| <b>31+</b>                       | 3.8%  | 4.0%  | 4.2%  | 3.9%  | 4.4%  | 4.7%  | 4.9%  | 4.9%  | 5.0%  | 5.1%  | 5.0%  | 4.8%  | 4.9%  |

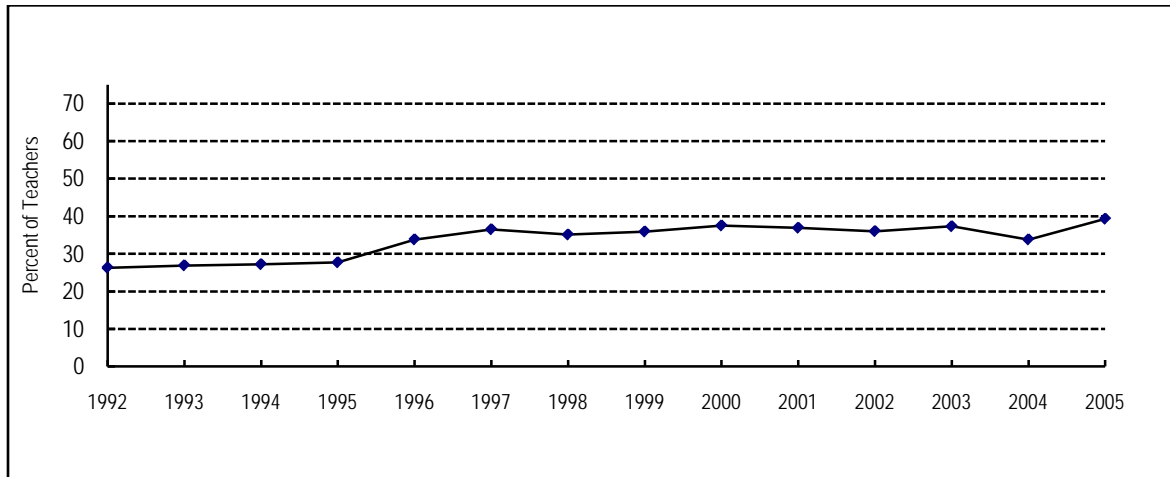
Hiring Rate 1993 to 2010



District New Hires 1993 to 2010



**Teachers Leaving Missouri's Public School Workforce After 1-5 Years  
1992 to 2005**



**Teachers Leaving Missouri's Public School Workforce, 1998-2010**

|   | 1998   | 1999   | 2000   | 2001   | 2002   | 2003   | 2004   | 2005   | 2006   | 2007   | 2008   | 2009   | 2010   |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>Total Teachers</b>   | 61,728 | 63,092 | 64,791 | 65,429 | 66,705 | 67,826 | 66,646 | 66,476 | 68,120 | 69,110 | 69,840 | 70,624 | 70,205 |
| <b>First-Year Teachers</b>  | 4,030  | 4,313  | 4,646  | 5,064  | 4,802  | 4,439  | 3,428  | 4,285  | 4,668  | 4,597  | 4,864  | 5,466  | 4,933  |
| <b>% of First-Year Teachers who left the classroom<sup>13</sup>--</b> |        |        |        |        |        |        |        |        |        |        |        |        |        |
| <b>After 1-3 Years</b>  | 25.3%  | 24.8%  | 26.0%  | 29.2%  | 30.3%  | 27.0%  | 26.7%  | 25.4%  | 26.7%  | 28.2%  |        |        |        |
| <b>After 1-5 Years</b>  | 35.1%  | 35.9%  | 37.5%  | 36.9%  | 36.0%  | 37.3%  | 33.8%  | 39.3%  |        |        |        |        |        |

**Teachers Entering Missouri's Public School Workforce, 1998-2010**

|  | 1998   | 1999   | 2000   | 2001   | 2002   | 2003   | 2004   | 2005   | 2006   | 2007   | 2008   | 2009   | 2010   |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>Total Teachers</b>  | 61,728 | 63,092 | 64,791 | 65,429 | 66,705 | 67,826 | 66,646 | 66,476 | 68,120 | 69,110 | 69,840 | 70,624 | 70,205 |
| <b>District New Hires<sup>7</sup></b>                                | 7,340  | 7,896  | 8,859  | 9,529  | 9,189  | 8,176  | 6,012  | 7,531  | 8,866  | 8,579  | 8,924  | 9,162  | 7,247  |
| <b>Teacher Hiring Rate<sup>8</sup></b>                               | 11.9%  | 12.5%  | 13.7%  | 14.6%  | 13.8%  | 12.1%  | 9.0%   | 11.3%  | 13.0%  | 12.4%  | 12.8%  | 13.0%  | 10.3%  |
| <b>As a percent of Total Teachers, District New Hires who are --</b> |        |        |        |        |        |        |        |        |        |        |        |        |        |
| <b>First-Year Teachers<sup>9</sup></b>                               | 6.5%   | 6.8%   | 7.2%   | 7.7%   | 7.2%   | 6.5%   | 5.1%   | 6.5%   | 6.9%   | 6.7%   | 7.0%   | 7.7%   | 7.0%   |
| <b>From Out-of-State<sup>10</sup></b>                                | 0.9%   | 1.1%   | 1.1%   | 1.2%   | 1.2%   | 1.1%   | 0.6%   | 0.7%   | 1.1%   | 0.8%   | 1.1%   | 0.6%   | 0.5%   |
| <b>From Another District<sup>11</sup></b>                            | 4.4%   | 4.6%   | 5.4%   | 5.6%   | 5.4%   | 4.4%   | 3.3%   | 4.2%   | 5.1%   | 5.0%   | 5.0%   | 4.6%   | 2.8%   |
| <b>Percent of District New Hires who are--</b>                       |        |        |        |        |        |        |        |        |        |        |        |        |        |
| <b>First-Year Teachers</b>   | 54.9%  | 54.6%  | 52.4%  | 53.1%  | 52.3%  | 54.3%  | 57.0%  | 56.9%  | 52.7%  | 53.6%  | 54.5%  | 59.7%  | 68.1%  |
| <b>From Out-of-State</b>   | 8.0%   | 8.6%   | 8.1%   | 8.1%   | 8.7%   | 9.1%   | 6.7%   | 6.3%   | 8.5%   | 6.4%   | 6.1%   | 4.9%   | 4.4%   |
| <b>From Another District</b>   | 37.1%  | 36.7%  | 39.4%  | 38.7%  | 39.1%  | 36.6%  | 36.1%  | 36.8%  | 38.8%  | 40.1%  | 37.0%  | 35.4%  | 27.5%  |
| <b>Re-entrants<sup>12</sup></b>                                      | 3.1%   | 3.2%   | 3.8%   | 3.5%   | 3.6%   | 3.4%   | 2.8%   | 3.0%   | 3.6%   | 3.4%   | 3.6%   | 5.1%   | 3.2%   |

## DYNAMICS

## Teacher Shortage Areas

Each year, the Missouri Department of Elementary and Secondary Education reports to the U.S. Department of Education on teacher shortage areas, by subject. The federal agency forgives Perkins college loans of qualified teachers, based on these reports. Lists of shortage areas through 2001 were identified in an annual survey of Missouri school administrators, conducted by Missouri State University. Future lists will be based on shortage areas that are reported by administrators through the state's Core Data Collection System.

| 2000-01 &<br>2001-02   | 2002-03   | 2003-04   | 2004-05   | 2005-06   | 2006-07  | 2007-08   | 2008-09   | 2009-2010  |
|--|---|---|---|---|--|---|---|--|
| Agriculture<br>Art<br>Business Education<br>Drivers Education<br>ESOL<br>Foreign Language<br>Gifted<br>Health<br>Industrial<br>Technology<br>Journalism<br>Math MS & Sec.<br>Music Instrumental<br>Music Vocal<br>Reading (Special)<br>Science<br>Special Education<br>Speech/Theatre<br>Technology<br>Education | Agriculture<br>Art<br>Biology<br>Business Ed<br>Chemistry<br>Drivers Education<br>ESOL<br>Foreign Lang<br>Gifted<br>Industrial<br>Technology<br>Journalism<br>Marketing<br>Mathematics<br>Music<br>Instrumental<br>Vocal<br>Physics<br>ROTC<br>Science-All Areas<br>Special Education<br>All Areas<br>Special Reading<br>Speech/Language<br>Specialist<br>Speech/Theatre<br>Technology<br>Education | Agriculture<br>Art<br>Biology<br>Business Ed<br>Chemistry<br>Drivers Education<br>Earth Science<br>ESOL<br>Family Consumer<br>Science<br>Foreign Language<br>All<br>Gifted<br>Industrial Technology<br>Journalism<br>Industrial Technology<br>Specialist<br>Marketing<br>Mathematics<br>Music Inst<br>Physics<br>ROTC<br>Science-MS<br>Special Education<br>All Areas<br>Special Reading<br>Speech/Language<br>Specialist<br>Speech/Theatre<br>Technology Education | Counselors-<br>Elementary<br>Secondary<br>Drivers Education<br>ESOL<br>Family Consumer<br>Science<br>Foreign Language<br>All<br>Gifted<br>Industrial Technology<br>Journalism<br>Library Media<br>Specialist<br>Marketing<br>Mathematics<br>Music-Vocal<br>ROTC<br>Science (All)<br>Special Education<br>All Areas<br>Technology Education<br>Vocational<br>Director/Supervisor | Counselors-<br>Elementary<br>Secondary<br>Family Consumer<br>Science<br>Foreign Language (All)<br>Gifted<br>Industrial Technology<br>Journalism<br>Library Media Specialist<br>Marketing<br>Mathematics<br>Music-Vocal<br>ROTC<br>School Psychological<br>Examiner<br>School Psychologist<br>Science (All )<br>Special Education (All )<br>Special Reading<br>Speech/Language<br>Specialist | Counselor<br>Elementary<br>Early Childhood (B-3)<br>ESOL<br>Family Consumer Science<br>Foreign Language<br>French<br>German<br>Spanish<br>Gifted<br>Industrial Technology<br>Journalism<br>Mathematics<br>Music (Vocal)<br>ROTC<br>School Psychological<br>Examiner<br>School Psychologist<br>Science (All)<br>Special Education (All)<br>Special Reading<br>Speech/Language<br>Specialist | Behavior Disordered<br>Biology<br>Blind/Partially Sighted<br>Chemistry<br>Cross Cat<br>Deaf/Hearing Impaired<br>Early Childhood (B-3)<br>Earth Science<br>ESOL<br>Family Consumer Science<br>Foreign Languages<br>French<br>German<br>Latin<br>Spanish<br>Gifted<br>Industrial Technology<br>Mathematics<br>Music Vocal<br>School Psych<br>Science-<br>Biology<br>Chemistry<br>Earth Science<br>Gen Science<br>Physics<br>Special Education (All)<br>Special Reading<br>Speech/Language<br>Specialist<br>Technology Education | Drivers Education<br>Early Childhood (B-3)<br>ESOL<br>Family Consumer<br>Science<br>Foreign Lang<br>French<br>German<br>Latin<br>Spanish<br>Gifted<br>Industrial Technology<br>Mathematics<br>Music Vocal<br>School Psych<br>Science-<br>Biology<br>Chemistry<br>Earth Science<br>Gen Science<br>Physics<br>Special Education (All)<br>Special Reading<br>Speech/Language<br>Specialist<br>Technology Education | Deaf/Hearing Impaired<br>Drivers Education<br>Family Consumer Science<br>Foreign Language<br>Spanish<br>Gifted<br>School Psychological<br>Examiner<br>Science-<br>Biology<br>Chemistry<br>Physics<br>Special Education (K-12)<br>Speech/Language<br>Specialist |

## DATA & TEXT NOTES

1. Student enrollment information is taken from the *Report of the Public Schools of Missouri* for 1991 and 2001, published by the Missouri Department of Elementary and Secondary Education.
2. Data on the racial/ethnic makeup of Missouri's public school students is taken from the "TAR 12 Report," prepared annually in January by the School Core Data Section, Missouri Department of Elementary and Secondary Education.
3. "Total Teachers" include all classroom teachers, who are reported as "position code 60" in the Core Data Collection System by Missouri school district officials. Individuals in both full- and part-time positions are included. Only classroom teachers in Missouri's 524 public school districts (Core Data county-district codes 001-090 through 115-115) are included; teachers in state-operated schools and classrooms, eg. State Schools for Severely Handicapped and Division of Youth Services' facilities, are not included. Classroom teachers (position code 60) do not include librarians, counselors, administrators, aides, or other school employees in non-teaching positions.
4. "Other" races/ethnicities represents the total of Asian, Hispanic and Indian teachers.
5. Data about teachers' ages are based on birth dates in teacher certification records, which are maintained by the Department of Elementary and Secondary Education.
6. "Years of Experience" is based on teachers' total years of experience in public education, in Missouri or another state, as reported by school districts in the Core Data Collection System.
7. "District New Hires" are teachers who are employed for the first time in the reporting district.
8. "Teacher Hiring Rate" is the ratio of "District New Hires" to "Total Teachers."
9. "First-Year Teachers" are teachers who are reported as having no previous public school experience in Missouri or any other state.
10. Teachers "From Out-of-State" are teachers who are reported as having previous public school experience but no previous experience in Missouri public schools.
11. Teachers "From Another District" are those who are reported as having previous experience in public schools and in Missouri public schools but no previous experience in the hiring district.
12. "Re-entrants" are teachers who were not employed as classroom teachers in Missouri public schools during the preceding year but who are reported as having previous experience in Missouri public schools. They are presented as a percentage of total teachers.
13. Teachers who have "left the classroom" have not necessarily left Missouri public schools or public education or the field of education. Some may have taken administrative or other non-teaching positions in Missouri public schools or be teaching in public schools in another state. Others may be working in private education.